

REPORT OF THE DIVISION OF MINISTRY SUPPORT

During the past year, the College of Deacons has flourished with the Rev. Anne Crawford, Deacon graciously serving as Chair, all with the heart-felt appreciation of the College. She has now been succeeded by the Rev. Joseph Noseworthy, Deacon. Synod Council representatives to the College are Canon Margaret Murray, Ian Smith and Ross Gillett. Our Committee is pleased with the progress and expanding activity of the Vocational Diaconate.

The Committee functions as a preliminary review panel in close cooperation with the Director of Human Resources when developing recommended policies and best practices regarding diverse matters. These include transitional ministry, insurance and risk management, long-term disability and pensions, Provincial water, food and property legislative changes affecting parishes, community health and emergency issues, and the dissemination of private information.

The Director of Human Resources, Treasurer and Executive Officer represented the Diocese in discussions with the National Pension Office over our concerns about changes to the LTD Plan. We are pleased to report that the Pension heard our concerns and we are now convinced that the new plan will provide financial security for our members.

The Supplementary Employment Benefit is now available for all parish employees on the Diocesan payroll who can claim EI benefits. Combined with EI sickness benefits, the employee may receive 95% of their salary for short term illness.

Good cooperation has been noted among the Dioceses of Huron, Toronto, Niagara and occasionally Western New York in dealing with matters related to human resources.

The new Accessibility legislation applies to parish halls only. However, the requirements will be phased in over several years. A better method of assessing related needs is being discussed. The proposed Heritage legislation introduced by the previous provincial government has rightly been deferred for further preparation; it could have severely affected the future of church properties.

Canon Marni Nancekivell is now the Director of both Interim Ministry replacing Canon Bill Thomas; she also serves as Coordinator of Fresh Start.

The Compensation Sub-Committee has reported to Synod Council recommending approval of a 2007 increase of 2.0% in the minimum salary guidelines and the living allowances, with an additional 1% on stipends to clergy residing in a rectory; the same salary increase was recommended for other diocesan and parish staffs. It is noted that a Compensation Task Force is developing recommendations to address many long-standing problems affecting all staff.

A Contract Purchasing Task Force has been established and is focused on developing procedures to obtain the best combined value for parishes and the Diocese in bulk purchasing arrangements for many common commodities. Further study details will shortly be available.

Various Seminars and Conferences have been noted and wider attendance encouraged. Consideration is being given to arranging a Retirement Seminar.

REPORT OF THE DIVISION OF MINISTRY SUPPORT (continued)

The Committee members recognize the support and assistance provided by both Rev. David Long, the Human Resources Director and Alison D'Atri. Much has been achieved in the past few years and much is being accomplished in establishing proper staffing policies and ministry standards.

Ross Gillett has served as Chair and represented the Committee to Synod Council, with Sharon White as Alternate. The Committee would like one or two more members, particularly from the Oakville area, to assist in our work.

Committee members:

Rev. Dan Bennett, Welland
Mr. David Bucsis, Hamilton
Rev. Fran Darlington, Guelph
Mr. Ross Gillett, Niagara Falls
Rev. Canon Elaine Hooker, Stoney Creek
Rev. Ronald Pincoe, Deacon, Orangeville
Ms. Sharon White, Dundas
Rev. David Long, Director Human Resources
Mrs. Alison D'Atri, Recording Secretary

Respectfully submitted,
Mr. Ross J. W. Gillett O.N., Chair